# strategic report

# Climate change governance framework.

We aim to improve transparency and encourage stakeholder discussions about this important issue. This section summarises our carbon emissions and outlines our steps to manage climate-related risks, and take advantage of opportunities in an unpredictable global emissions environment.

This report was prepared in line with the UK Climate-Related Financial Disclosures Guidance and associated annexes, specifically annexe 1. As ZIGUP is not a financial or appropriate sector-specific company, no additional guidance was incorporated. Reasonable assurance is obtained over Scope 1, Scope 2, and 95% of Scope 3 emissions. We confirm a position of consistency with the 11 recommendations under the TCFD framework

#### Climate governance

Our sustainability strategy is integral to our financial planning, which the Board oversees. The CEO and CFO provide regular updates at Board meetings, detailing the progress made on this strategy, including key activities, implementation, and progress against emissions reduction targets.

#### Board

Our Board of Directors proactively shape the Group's ESG strategy and activities. They provide oversight of climate-related issues and ensure that the best practices, emerging trends, and key issues related to ESG strategy, governance, and risk management are considered and acted upon.

#### **Nominations Committee**

Responsible for keeping under review the climate-related skills and experience of the Board and its committees; the recruitment of new Directors; ensuring orderly succession plans for both the Board and the Group Management Boards.

Report of the Nominations Committee on Pages 92 to 95

#### **Audit Committee**

Monitors the integrity of climate-related disclosures and data reporting through internal and external assurance and ensures compliance with external climate-related reporting requirements.

Report of the Audit Committee on Pages 96 to 101

#### **Remuneration Committee**

Responsible for determining and approving the Remuneration Policy and recommending its approval to the Board. Responsible for incentivising performance against climate-related targets, monitoring performance against targets, and approving remuneration accordingly.

Report of the Remuneration Committee on Pages 102 to 121

#### **Executive Committee**

Responsible for developing and implementing strategy, and monitoring strategic execution including that of climate-related strategic objectives.

# Key Executive-led committees

# **Sustainability Committee**

Oversees our strategic development across sustainability issues, including developing a systematic and collaborative approach to climate action with our stakeholders.

#### Group Risk Committee

Assists the Board in overseeing the risk management framework, including identifying, assessing, and reporting climate-related risks.

### **Group Management Boards**

Key transition-related activities, risks and opportunities are considered on Group Management Boards.